MEMORANDUM OF UNDERSTANDING

between

City of Bellingham
and
Bellingham Lieutenants Union

Retention Incentive

I. **PURPOSE:** This Memorandum of Understanding ("Memorandum") sets forth the terms and conditions of a retention incentive for Bellingham Lieutenants Union bargaining unit employees.

II. **NO PRECEDENT:** This Memorandum is established in response to unique circumstances currently existing at the Bellingham Police Department and a discrete source of funding designated for this specific purpose. This Memorandum is not intended to set a precedent for similar circumstances in the future.

III. **SCOPE:** This Memorandum covers all Bellingham Lieutenants Union bargaining unit employees ("employees") who meet the eligibility requirements as defined in the agreement below.

IV. **AGREEMENT:**

WHEREAS, the City of Bellingham recognizes the essential role employees of the Bellingham Police Department serve in providing public safety services to our community;

WHEREAS, both the City of Bellingham and Bellingham Lieutenants Union bargaining unit employees derive value from providing a financial incentive for experienced commissioned officers to continue serving in this essential role;

NOW, THEREFORE, the parties agree that:

A. As an incentive for officers to continue serving in this essential role, each bargaining unit employee on payroll at the time of full execution of this agreement who is on active duty providing services to the community during the term of this agreement and who remains employed as a commissioned officer at the Bellingham Police Department on November 30, 2026 will be eligible to receive a bonus payable on or about December 10, 2026 based on meeting one of the following criteria:

   - Employees with twenty-five or more years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $10,800 bonus;

- Employees with twenty through twenty-four completed years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $6,600 bonus.
- Employees with fifteen through nineteen completed years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $4,600 bonus;
- Employees with ten through fourteen completed years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $3,100 bonus;
- Employees with five through nine completed years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $2,100 bonus;
- Employees with less than one year of service through four completed years of service as a commissioned police officer with the Bellingham Police Department as of November 30, 2026 will be eligible for a $1,500 bonus.

B. Completed years of service are calculated based on full, consecutive 12-month periods of service, measured from the official employment start date as a commissioned officer with the Bellingham Police Department to November 30, 2026.
C. Bonus payments constitute wages and are subject to employee payroll deductions and withholdings;
D. This memorandum will be effective upon full execution by both parties and will automatically sunset December 31, 2026.

DATED this _____ day of _____, 2026 for the **Bellingham Lieutenants Union**:

_____
President

DATED this _____ day of _____, 2026 for the **CITY OF BELLINGHAM:**

_____
Mayor

ATTEST: _____
Finance Director

APPROVED AS TO FORM:

_____
Office of the City Attorney

DEPARMENTAL APPROVAL:

_____
Chief of Police

Human Resources